

FOLIO

UNIVERSITY OF ALBERTA
14 JANUARY 1994



INSIDE

- President Davenport discusses February document
- U of A part of city's push for NAFTA Environmental Secretariat
- Coop education programs stress service

Change at U of A, theme of presentation to government

By Tony Myers

"The University of Alberta has changed, is changing, and will continue to change to meet the Province's need for excellence in university teaching and research," declares President Paul Davenport.

When the President meets with the Standing Policy Committee on Financial Planning at the Provincial Legislature next Tuesday he will be given the opportunity to present the University's case to those who review the budget of Advanced Education and Career Development.

The President will tell the 18-member committee, which includes seven cabinet ministers, that "the University of Alberta is committed to helping Albertans meet today's challenges. Our past performance, coupled with our strategic plan, *Degrees of Freedom*, demonstrates that commitment."

In *Degrees of Freedom* the University outlines its plan to meet the accessibility needs over the next decade through:

- closer cooperation with colleges and technical institutes;
- better use of computer and video technology;
- grant reductions (of 15 percent from 1993-97);
- undergraduate enrollment of 36,250 students by 2006;
- removal of tuition cap with tuition fees accounting for 33 percent of revenues by 2006; and
- strengthened student loan program with income-contingent repayment.

Since 1979-80 undergraduate enrollment at the U of A has increased by 33 percent while at the same time the government grant to the University, corrected for inflation, has increased by only 2 percent.

President Davenport says evidence of the U of A's contribution to the economy is significant. He cites the contributions through the attraction of almost \$10 million in contract and applied research; the development of 18 spinoff companies with 476 employees; and

the transfer of commercializable technologies, with an annual \$1.9 million impact on the economy.

At the same time the President expresses concern about the extent of the cuts being planned by the Province.

"The reductions to our grant proposed in the Workbook for the recent Roundtable appear to be too much too fast to allow us to realize the accessibility goals of *Degrees of Freedom*," he says.

Not only will the U of A's ability to offer a mix of quality degree programs to a growing number of students be jeopardized, but the proposed budgetary reductions, the President says, will also affect significantly the ability to attract and retain the University's most important resource for economic development, academic staff.

Advanced Education and Career Development has continuously

emphasized that adult learning in the province must be accessible, affordable, accountable and responsive to the economic, social and cultural needs of Albertans.

The President is scheduled to make his presentation on 18 January at 6 pm in room 512 of the Legislature Building.

Copies of the University's written submission are available from the University Secretariat.

CALENDAR WATCH

- 10 January** Davenport memo on February document
- 14 January** Davenport February document memo in *Folio*
- 17 January** Premier's television address
- 18 January** Davenport at legislature
- February** February document released
Legislature sits
Provincial budget announced

Board of Governors passes employment equity plan

Three amendments made to allay fears about discrimination against nondesignated groups

The Board of Governors has passed *Opening Doors: A Plan for Employment Equity at the University of Alberta*.

After tabling the motion in June for additional study and debate, the Board unanimously approved the plan 7 January.

Three additional statements were added to the plan and will be included on the document's flyleaf:

1) Nothing in this plan shall be construed to permit discrimination against any individual or group.

2) The numbers called "targets" are to be used as indicators, in the conjunction with

other relevant indicators both numerical and qualitative, of whether our personnel policies are equitable. They are not to be used as goals to be pursued in their own right.

3) All of the considerations that are to be made available under the work plan are to be made equally available to all individuals who may benefit from them.

Vice-President (Student and Academic Services) Lois Stanford said the plan will be a template for good human resources management and the basis for equitable and fair employment practices.

The plan has the support of the President and Vice-Presidents, said President Paul Davenport. "This [plan] will help us recruit the very best people to the University of Alberta."

Board member Bill Grace said he had a great deal of difficulty with the plan for a long time, believing it to be too long, too wordy, too dangerous and too academic. He said he was concerned that targets were going to become quotas, but that the amendment clarifies that they are only targets. It's now time to get on to other things, he added.

Another Board member, Bob Rosen, still had some reservations, saying the document leaves the University open to legal challenges. The principles in the document are right, "but it may come back to haunt us."

The plan provides ways to systematically identify and remove artificial barriers to employment. It provides for the University to collect and maintain employment equity data, analyze designated group representation, eliminate discrimination, establish goals, conduct an employment equity work plan, provide for special measures and reasonable accommodation, adopt monitoring procedures and establish and maintain a favourable climate on campus.

How do we get through these difficult times?

Many people at budget forum say campus community must pull together

By Michael Robb

In the face of unprecedented budget cuts, people in the University of Alberta community are going to have to find a way to pull together to try and deal with the cuts, says Richard Price (Native Studies).

Furthermore, if the University is going to get through the difficult times, people and the various stakeholder groups are going to have to rise above narrow self-interests and think about the overall good of the University, he told the budget forum held last month in Bernard Snell Hall.

"The University is being challenged as it has never been in my memory," said Vice-President (Academic) John McDonald. It's a challenge to the University to demonstrate that it can govern itself and make responsible decisions.

Many of the speakers at the third annual budget forum worried about the University's

ability to maintain a vibrant and vital faculty in the face of massive budget cuts. Vice-President McDonald said younger faculty members have particular concerns that they might be most vulnerable to these kinds of cuts.

He said it will be extremely important to recognize that decisions made today will have a long-term effect on the future of the University and that those decisions be in the best interests of some of the younger, long-term employees in our community. They're the ones who will be living with the consequences of the decisions made today, Dr McDonald pointed out.

Again the issue of an early retirement incentive package was raised. Vice-President McDonald said that the University loses about 100 people annually through retirements or resignations. That's a fairly healthy turnover rate, he said.



Don Spence and Mary Jackes in the post-production facility of the Video Production Centre. With Jackes being unable to go to a conference in Belgium, a videotape of her reading her paper was made and forwarded to the organizers. Story on page 2.

U of A participates in city's bid for NAFTA Environmental Secretariat

PM receiving letters from academics, business leaders and environmental organizations

By Michael Robb

University of Alberta academics are heavily involved in Edmonton's bid to have the North American Free Trade Agreement Environmental Secretariat established in Edmonton.

Letters of support from the President, senior administrators and academics who have environmental research interests have of late been landing on the Prime Minister's desk. Politicians—including local Liberal MLAs—are also working the phones on behalf of Edmonton.

Associate Vice-President (Research) Bill Bridger says the establishment of the Secretariat in Edmonton would benefit the University of Alberta a great deal. For example, researchers could receive research contracts from the Secretariat and the University could establish a cooperative program whereby students would work at the Secretariat.

"We've also suggested that perhaps we could give adjunct professor status to some of

those involved in the Secretariat," says John McInnis, Associate Director of the U of A's Environmental Research and Studies Centre, who has been heavily involved in the bid to have the Secretariat established in the Alberta capital.

"It would be enormously beneficial academically to have this kind of leading institution located in Edmonton."

The Environmental Secretariat has a proposed annual budget of \$20 million. It will provide technical, administrative and operational support on environmental cooperation under the North American Free Trade Agreement. It has a very broad mandate.

While supporters in the political and business communities are making the cultural, political and economic arguments in favour of establishing the Secretariat here, people in the province's greater academic community are making the academic arguments. "Our Uni-

versity community has been very supportive of the proposal," says McInnis.

He's attempting to line up support for the bid from individuals and groups in Saskatchewan and British Columbia. The City of Calgary, after initially submitting a competitive bid, withdrew and got behind the Edmonton bid. The Dean of the University of Calgary's Faculty of Environmental Design, Bob Page, is also supporting the Edmonton bid.

At least two other cities are competing for the Environmental Secretariat: Winnipeg and Montreal.

Supporters of Edmonton's bid point to the area's environmental research expertise, including the University, Alberta Research Council, Environmental Law Centre, Environmental Research Centre at Vegreville, Coal Research Centre at Devon and other postsecondary institutions with environmental expertise.

In the city's proposal, the University is described as:

- one of Canada's leading research-intensive universities, with particular breadth and depth of expertise in the Faculties of Science and Engineering;
- home to the first Eco-Research Chair under Canada's Green Plan, held by Steve Hruddy;
- home to the Environmental Research and Studies Centre;
- home to internationally acclaimed researchers such as David Schindler and Norbert Morgenstern;
- offering BSc specialization in a variety of environmental areas; and,
- having a Faculty of Law with significant strengths in environmental and natural resources law.

McInnis says this is essentially a political decision. "I know enough about politics to understand it's not a sure thing."

Can't make it to a conference? Try forwarding a video

By Ron Thomas

Faculty and staff who have been invited to speak at a conference but can't go because of time, money, or other considerations may wish to follow Mary Jackes' lead.

Jackes, an adjunct professor in the Department of Anthropology, was the senior author (with Department Chair David Lubell) of a paper called "Dental Pathology and Diet: Second Thoughts." She had worked on the paper for about two years, and said, "We planned for about a year to attend because it seemed to be a very appropriate conference to the work we were doing." Unfortunately, time and money factors prevented the mid-December trip to Liege, Belgium.

Rather than cut her losses, Jackes got in touch with the conference organizer and asked if a video of her reading her paper could be shown and, if so, what the technical requirements were. Assured that it could be done, she then arranged with Technical Services' Don Spence to have him produce the videotape. Spence also filmed a number of Jackes' slides, graphs and photos and worked them into the appropriate spots.

He then translated the videotape into the PAL system, the European television standard.

"I had never heard of anyone doing it this way," Jackes said, adding that the whole thing cost about \$250, "far cheaper than going to Belgium."

She had been allotted 20 minutes for her paper and, owing to her not being present to respond to questions for, say, four or five minutes of that time, she and Spence worked it so that her commentary and the showing of the graphics came out at 20 minutes exactly.

"Don did a very professional job on it," she said.

"I was giving a very complicated paper with a very complicated set of diagrams. It might have been a better presentation if I'd given a little simpler paper," Jackes reflects.

She said she learned from the experience, the main facet of which was about two hours in the Health Sciences Audiovisual Studio of the University of Alberta Hospitals. She had been working on three papers at once, was very tired, and found the studio hot and dry. "I would make sure I wasn't so tired and would likely dress differently," she says.

Many of her diagrams were of the vertical variety, and Spence was quick to point out that video is a horizontal medium, "something I simply hadn't thought of before."

She hasn't heard from the conference organizer but a friend and colleague who attended contacted her by e-mail right away to report that the videotape presentation had

gone well with one exception: a small screen was used and not all the diagrams showed to best advantage.

Spence says he if were doing it again, he'd heighten the production values. It (Jackes' videotape) starts abruptly and the studio backdrop could have been improved, he says, noting that it's possible to do the taping in a person's office if it's quiet.

Spence, who's based in the Video Production Centre in 110 Temporary Lab, has done (video) documentaries, a training program for Building Services staff, two programs for the Fire Safety Office, and a series (for Terry Davis of the Faculty of Nursing) on treatment procedures for cardiac patients. He's currently working on a student recruitment program for Faculté Saint-Jean.

On behalf of University Teaching Services, he will present a seminar (3 February, 12:30 to 1:30 pm, TB W-2 Tory Breezeway) called "Can Video Solve Your Problem?"

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Display advertisements: 3 pm Friday, seven days before desired publication date. Camera-ready artwork is required to size, complete with halftones if necessary. Contact Public Affairs for sizes, rates and other particulars.

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Quality Color Press lowers duplicating costs

New technology accounts for the reduction

By Ron Thomas

Effective 17 January, Quality Color Press will reduce the cost of duplicating on campus.

New technology coupled with equipment utilization is the primary reason for the reduction, says Quality Color's campus manager, Reg Stanton.

The current cost of .03 cents per impression will be changed to .028 cents per impression, a saving of about nine percent.

"There's a fair amount of money spent on duplicating. I'm sure this will be received positively," Stanton commented last week.

Ernie Ingles, Director of Libraries, served as Acting Director of Printing Services at the time of contract negotiations with Quality Color Consortium, of which Quality Color Press is the leader. He now administers the printing function on campus. When the contract was struck, Quality Color was obligated to retain the pricing policies of the old Department of Printing Services, Ingles explains. Now that Quality Color has introduced new, state-of-the-art technology in the form of Kodak 3100 photocopiers, that obligation no longer applies.

There was some concern that they might increase the price after the new photocopiers were installed and they reviewed the printing situation, Ingles told *Folio*.

"This [reduction] shows significant corporate responsibility and a sensitivity to the University's needs and financial situation," he says.

Another provision and safeguard under the terms of the five-year agreement that took effect last July obligates Quality Color Consortium to split the profits that the University generates. For example, if there's a six percent profit in a particular quarter, three percent is returned to the University.

Quality Color Press takes print orders and provides consulting services through its leased, on-campus sales and consultation office in 4-28 Mechanical Engineering Building.

Besides Stanton, there are three print consultants, four copying centre operators, and any additional staff person that may be necessary during peak periods. The operators look after the copying of originals, for example, manuals, study notes, and exams, and binding of the final product. Side gluing is a new feature at the copy centre in 114 Civil Engineering Building. Other copy centres are located in B105 Education South, TB-29 Tory Building, and 2-185 Clinical Sciences Building.

The other members of Quality Color Consortium are: Print Stop Inc, a specialist in short-

run printing using paper plate technologies; Screaming Color Inc, a specialist in the preparation of color separations, image manipulation, film assembly, photography, and desktop publishing; Piece de Resistance Ltée—Les Editions Duval Inc, one of the city's oldest typesetting companies with significant linguistic strengths; and Reidmore Books Ltd, one of the largest independently-owned publishing companies in Canada and the largest English-language firm specializing in education publishing outside of Toronto.

There's actually three levels of print service available to the University, Stanton says. Duplicating/photocopying is done on campus; cerlox binding and short-run, one- and two-color printing jobs are handled by Print Stop, and large-scale jobs are carried out at Quality Color Press's main plant.

Since its incorporation in 1988, Quality Color Press has become the largest sheet-fed printer in Alberta. Ranked as the 145th largest printer in Canada in 1990, the company has since moved into 57th place.

"We hold it as a prestigious situation to be involved with the University of Alberta like this," Stanton says.



University
of
Alberta

University's coop/internship programs forge ahead

As larger companies take fewer students, smaller companies step in to meet the needs

By Michael Robb

The economy's tough out there. But that hasn't stopped this University's cooperative education programs from successfully placing their students in work terms with employers in Alberta and beyond.

The largest cooperative education program on campus, within the Faculty of Engineering, has increased the number of students in the program by 25 percent between 1990 and 1993. "But because of the economy we've increased our placements by about 10 percent," says Ken Porteous, the Faculty's Associate Dean of Cooperative Education.

Still, the Faculty's cooperative education program has grown from about 600 work terms a year to 750—despite the tough economy.

The Faculty of Business's cooperative education program, approved by the Faculty's Council in December 1991, now has about 75 students and a solid base of employers who regularly hire coop students.

Claudette de Bruijn, Director of the Office of Placement Services and Business-Cooperative Education Program, says it's a continuous process. While the base of employers has been developed, there's still room for growth, particularly in the Edmonton area and possibly internationally. The Faculty has recently made a pitch to the Edmonton Chamber of Commerce for its members to get involved in hiring coop students.

The employer mix is changing, says Dr Porteous. "Placing students in a tough economy is a lot more difficult to do than when times are good. That's the major challenge."

Cooperative programs can no longer rely as heavily on the "biggies"—the major multinationals that routinely hired hundreds of coop students across Canada during better economic times. Those firms are simply hiring fewer coop students. During one summer, for example, the Faculty of Engineering had 20 coop students with Novatel. "To replace those placements one at a time is an enormous amount of work. Finding replacement positions for those who are no longer being hired in the same numbers by the larger companies has presented a major challenge for us.

"In the future, we'll be relying more heavily on the smaller businesses," says Dr Porteous. That means more work for coop program organizers. There are more than 2,000 employers on the contact list, but in



Civil Engineering coop student Angela Mah consults with Distribution Engineer Bob Myles during her work term at Northwestern Utilities.

terms of the active recruiters over the last two to three years there are about 300 employers.

de Bruijn says there are jobs out there, however. While she expects that the larger firms will never hire in the same numbers as they once did, jobs will be found elsewhere, likely in the smaller firms.

The Computing Science Department is experiencing the same phenomenon. Yes, times are tough and the larger firms aren't taking as many students as they once did, says Department Chair Paul Sorenson. But the small- and medium-sized software companies are stepping in and hiring students for the department's 16-month internships. This year 30 students have expressed an interest in doing internships and the department has commitments to place 20.

The recently approved Genetics-Microbiology internship program, modelled to some extent on the Computing Science internship program, is relying on smaller firms to place its students for single work terms of 16 months. Genetics professor Allen Good, who serves as the program's faculty advisor, hopes that by next May several additional companies will be participating in the program.

In all of the coop/internship programs, student demand has remained high. Given that demand, says Dr Porteous, the opportunity exists to expand their program if the employer base can be found. Dr Sorenson says their program is oversubscribed, with student demand exceeding the department's ability to place students.

Increasingly, the participating companies are using coop as a means of recruiting fulltime employees, a trend that the Department of Computing Science considered a compelling reason to establish its program. If it wasn't in the game, its students would be increasingly disadvantaged in the job market, says Dr Sorenson. The main reason for establishing the program, he adds, is to give students work experience.

One employer of business coop students, for example, has hired a student for three work terms and offered the student permanent employment. "The oil industry certainly looks at coop as a recruiting tool," says de Bruijn. Adds Dr Porteous, There are now companies that will only hire coop students, and there is evidence to suggest coop students find permanent employment more quickly than those without coop experience.

The educational benefits for students are obvious, say coop/internship program supporters on campus. The Computing Science internship allows students to get involved in

one or two projects over an extended period of time, and that's not always possible at the University, says Dr Sorenson.

While at Dow Chemical recently, chemical engineering student Warren Mitchell won the Instrument Society of America student paper award. "I'm thankful to Dow for an excellent work experience that was the basis for my paper submitted to the competition," he says.

Still, there are doubts about the legitimacy of coop/internship programs at the University. Some people believe they are more properly offered by technical schools. "There is a general sense in universities that they are not here to train students. I think, however, that this is changing dramatically as society is making more demands on universities," says de Bruijn.

"Now that the program is up and running, there has been a growing recognition among academics who are responsible for dealing with the external community that these kinds of programs are important," she says. "The business community wants it, and it's an easy sell."

The University's coop/internship programs now serve as windows on industry; Dr Porteous and de Bruijn are in daily contact with employers. On the other side of the coin, employers now have another way of expressing their opinions on the quality of education students are receiving at the University.

"We periodically survey employers to determine ways we can improve our services," says Dr Porteous. "One of the key elements to our success is service, and that will become increasingly important with more smaller organizations participating."

Milner thanked for three years of leadership

The 3 December meeting of the Board of Governors was the last to be chaired by Stan Milner. In thanking the outgoing chairman for his contributions to the University of Alberta, Chancellor Sandy Mactaggart recalled that, "Three years ago, I and my wife and many others worked hard to get Stan Milner to accept a difficult and usually thankless job.

"He was extraordinarily busy with his new company, Chieftain International, whose operations cover the world. I remember the deal we made when his altruistic instincts overcame his practical judgment. He accepted the job on four conditions:

- 1) That everyone would be open and honest with each other - no secrets.
- 2) That I would accept responsibility for attendance at social and ceremonial occasions for which he knew he would not have the time, and which the previous Chair had taken pains to attend.
- 3) That we found him a parking spot.

4) The fourth condition was that he had the right to a fourth condition if he ever needed it, which he never has.

"I find it impossible in a few short minutes to adequately thank Stan for the three years of his life that he has spent preparing this University for what is happening to us now. He was the one who saw furthest into the future - who stressed the importance of improving our accountability to the public, who, under Bill Grace, beefed up the Audit Committee and insisted that we change from fund accounting to generally accepted accounting principles that are more understandable to the public. Fund accounting was never even understandable to the Board! With Stan we saw our first ever capital budget.

"Meanwhile, under his direction, we stood fast on the question of mandatory retirement, reversing the decision that exists south of the border and which is now causing immense and expensive problems there. Stan has balanced all his budgets. He has supported the Strategic Plan - and he has chaired our meetings with humour, with wisdom, and with infinite patience."

1994-95 KILLAM ANNUAL PROFESSORSHIPS

Notices of the competition for the 1994-95 Killam Annual Professorships were sent to all regular, continuing, full-time academic faculty members during November. *Deadline for the return of completed applications is Friday, 28 January 1994.* The awards are tenable from 1 July 1994 through 30 June 1995.

The main features of the Killam Annual Professorships are:

- The primary criterion for selection shall be a record of outstanding scholarship and teaching over three or more years, as evidenced by any or all of research, publications, creative activities, presented papers, supervision of graduate students, and courses taught. The secondary criterion shall be a substantial contribution to the community beyond the University by linking the applicant's University responsibilities and activities to community needs and/or development.
- Each Killam Annual Professor shall be awarded a \$2,500 prize and a scroll.
- All regular, continuing, full-time academic faculty members who are not on leave shall be eligible, except that no more than two Killam Annual Professorships shall be awarded to staff members in any one Faculty. The duties of Killam Annual Professors shall not be changed from those that they regularly perform.

The selection of Killam Annual professors will be done by a subcommittee of the Killam Trusts Committee. The awardees shall be announced by May 1994. The 1994-95 Killam Annual Professors will be formally recognized at the Killam Dinner in the autumn of 1994.

If any eligible faculty member did not receive an application, or would like more information, they are asked contact Katharine Moore, Executive Assistant, Office of the Vice-President (Research) at 492-0868.

Accounting students ace uniform final exams

Chalk another accolade up for the Accounting Department.

On the 1993 uniform final examinations, two University of Alberta students finished one-two provincially. Michael Arends received the Francis G Winspear Gold Medal of Excellence for the highest mark of Alberta candidates. He finished fourth overall in

Canada among the 3,662 students who wrote the examination.

Cristopher Spencer finished second provincially and 18th overall nationally.

Arends earned a BCom (with distinction) in 1992 and Spencer earned a BCom in 1989. Arends works for KPMG Peat Marwick Thorne in Edmonton and Spencer works for Coopers and Lybrand in Edmonton.

President's message on the February document*

Our University community is aware that the Vice-Presidents and I are preparing proposals with regard to restructuring, as part of the University's effort to respond in a selective manner to the very substantial budget cuts which we will have to make during the next three years. In February of 1991 we released a document setting out our proposals with regard to 12 structural changes at the University. We intend to follow the same process in February of 1994.

The situation we face is a critical one, and we have benefited from a variety of thoughtful advice in recent months from throughout our University community. We are aware from our conversations with many of you that there is a great deal of discussion about these matters and that many good ideas are still being generated. We invite and welcome any additional suggestions, ideas, and feedback that you may not have given to us as yet. As indicated below, we intend that there be a period of approximately four weeks following the February release of the proposals for further community input. This will allow continuing opportunities for community dialogue before the proposals are formally put to committees for their consideration and may result in some useful changes to the proposals.

With this context in mind, I wish to offer some remarks with regard to the timing and process of the proposals we will be making.

Degrees of Freedom

In May and June of 1991 GFC and the Board established a Strategic Planning Task Force, to consider the development of the University over the next decade in support of our mission of excellence in teaching, research, and community service. Over 24 months of consultation the Task Force met with dozens of individuals and groups, and received some 100 written submissions from University staff and students and the broader community. The Strategic Plan, *Degrees of Freedom*, was approved by GFC and the Board last fall.

During the past year, the Vice-Presidents and I have considered a wide range of restructuring options, some of which we rejected, while others are still under consideration. In each case, we have asked ourselves the following kinds of questions: does this proposed change lead the University in the directions set out by *Degrees of Freedom*? Is it consistent with the Mission, Principles, Vision, and Recommendations approved by GFC and the Board? These are questions we hope our community will ask as it assesses our proposals in February and thereafter.

One issue debated vigorously during the early meetings of the Task Force was whether the Task Force should propose structural changes, such as closure, for particular units, or whether it should set out the principles which should guide such proposals, leaving the Administration the subsequent task of making proposals with regard to specific units. The

Task Force chose the second of these options, and the Administration is now preparing proposals for structural change in support of the Vision and Principles set out in *Degrees of Freedom*.

Apart from the selective vision set out in *Degrees of Freedom*, information and advice on potential structural changes have been provided from a variety of sources. Our Deans' Retreat of last September followed similar retreats in the past, with a call for the Administration to make tough, selective proposals with regard to restructuring. The Chairs' Council has called for the application of vertical cuts in University budgeting to preserve excellence in our best units. The annual budget submissions of the Faculties and other units to the Vice-Presidents provide eloquent testimony to the damage done to our academic mission by the cuts of recent years, and the need for selective decisions.

Important suggestions have also come from our visits to individual units, the consultations involved in the Service Initiative of the Vice-President (Finance and Administration), and the dedicated work over the last two years of the Restructuring Committee of the Vice-President (Academic). There has been a great deal of discussion of possible restructuring initiatives in Departments and Faculties in recent months. Our proposals will thus reflect a broad range of community information and advice over the last several years. That community involvement will continue over the coming months as the community assesses our proposals, advises us on them, and ultimately decides, through GFC and the Board, whether they will be implemented.

A second February document

As indicated above, we intend to release our proposals in a document in February. We believe that the release of such a document has several advantages:

- We will be able to present a wide variety of proposals as a coherent whole, consistent with the vision of *Degrees of Freedom*.
- Those affected by a particular proposal are able to see that proposal in light of all the proposals we are making, so that units are less likely to feel singled out unfairly, and all members of our community are more likely to debate the merits of the proposals in light of what is best for the University as a whole, rather than seeking to defend established turf.
- Our external communication is much more effective if we have a public document describing all of our proposals, to which we can refer in responding to questions from the public or media. Communication is much more difficult if we release the proposals piecemeal. Moreover, since the proposals are those of the President's Executive Committee, both the internal and external communities can make comments before the proposals go to GFC and the Board.

Receiving community input

Our document of February 1991 led to considerable reaction in our University community and from the external community. Presentations by a variety of groups were made at the Academic Development Committee and the Planning and Priorities Committee. We propose to follow the same procedure again in 1994, as outlined below:

- In January, the Vice-Presidents will meet with heads of many of the affected units, to brief them on a confidential basis with regard to the proposals. Confidence is important at this point so that the proposals are not released to the media before they are distributed in written form to the University community.
- The document will be released in February. In the document itself, and in all statements about it, it will be made clear that the formal proposals represent the recommendations of the President's Executive Committee, and that many of the recommendations require approval by GFC and/or the Board before they can be put into effect. The document will also include reports on actions being considered in Faculties and other units, to make it clear that much of the restructuring going on at the University is at the initiative of Departments and Faculties.
- We envisage the period of three to four weeks after the release of the document as a time for community discussion and advice regarding these proposals, before they are given formal consideration by GFC Committees. In March, ADC and PPC will begin consideration of particular proposals. All in our community will recall that during consideration of the proposals in the February 1991 document, one was withdrawn and several were substantially modified before reaching the floor of GFC. GFC meetings are currently scheduled for April 11, May 9, and May 30. It may be necessary to schedule special GFC meetings to consider recommendations from ADC and PPC, as occurred in 1991. We are asking GFC members to reserve the dates of May 24 and June 14 for this purpose.
- Specific units which are the subject of restructuring proposals will be invited to appear before ADC and PPC; at PPC, as Chair, I will also consider appearances by representatives of groups from outside the University. GFC members will have access to all documents submitted on each proposal, either by direct distribution, or by making the documents available in the Secretariat. At GFC, participation will be limited to GFC members and guests from units which are the subject of restructuring proposals.

I believe that there is a consensus in our community that the process of consideration of the 1991 restructuring proposals was a fair and orderly one, and I would like to repeat that experience this year. To that end, I would welcome comment on the process described above.

* The President's message was distributed earlier this week to General Faculties Council, Deans, Department Chairs, Directors, and the Presidents of AAS:UA, NASA, GSA, and SU. It is published in Folio at the request of President Davenport to make sure all students, faculty, and staff have an opportunity to read it.

Trading life under the dome for life in academia

John McInnis assumes associate director's job at Environmental and Research Studies Centre

By Michael Robb

John McInnis used to go to work under the dome. Now he goes to work in the Biological Sciences Building.

The former New Democratic Party spokesperson for environmental and forestry issues has traded in the world of rough and tumble politics for the world of academe as the new associate director of the University's Environmental Research and Studies Centre.

He has two primary objectives over the next two years: improve the visibility of the work being conducted in the environmental area by University researchers, and get University researchers more involved with research projects in the private sector.

"We have to build on Alberta's reputation as a place where the environment matters," says McInnis, who in his former capacity was known as one of the best environment critics in the country. Now he wants to put that knowledge to work for the Centre.

"It's a first love for me. I feel very fortunate to have the opportunity to apply all my contacts and information I've gathered in a way I hope is going to be beneficial for the development of environmental and forestry policy in the province," says McInnis, who was also research director for the New Democratic Party in British Columbia for seven years.

There's a lot on his and the Centre's agenda. Late last month the Centre's executive committee held a strategic planning workshop to evaluate its progress and decide where it is going. "The Centre's been in exist-

ence for just about three years. It's time to take stock of what we've accomplished and figure out what we'd like to achieve in our initial mandate." It will be formally reviewed in the fall of 1995.

McInnis believes that no matter what field they're in, people will need to know something about environmental issues, and he wants to promote environmental literacy among students. But that's not always easy when disciplinary rigidity gets in the way.

Recently, the Centre made a proposal to TransAlta Utilities to create an environmental curriculum fund that would be used to develop new environmental core courses. "We suggested to them that we'd like to have a set of foundation courses that would be available to students from a variety of disciplines. Students wouldn't need a lot of prerequisites, and they could learn the basics of ecology, organic chemistry, environmental law and environmental policy."

The Centre, along with Athabasca University and the Alberta Environmental Centre at Vegreville, has also just submitted a grant proposal to the Federal Eco-Research Tri-Council Secretariat for a major research program titled "Human and Ecosystem Dimensions Forest Management in Alberta's Boreal Region." A group of researchers here and at the other institutions wants to conduct an interdisciplinary research program they feel will lead to the formulation of better environmental policies and practices in the area.

The primary objective of the interdisciplinary study is to develop a new model for

forest management in the province, based on an eco-system model and public participation. "It's a way of managing the forest which starts with a good understanding of how the forest eco-system works."

If the application is successful, the three-year project would begin in 1995.

In March, the Centre will host a symposium titled "Economic Instruments of Environmental Protection." "Quite a few of our faculty are doing leading work in the area," McInnis says. It's an area that McInnis himself is particularly interested in. As an MLA, he realized that laws and regulations to protect the environment weren't as successful as they could be. Increasingly, the use of incentives and other economic instruments is being considered, and the symposium will serve as a forum for exploring some of those emerging alternatives.

The Centre is attempting to set up an electronic communication network among the four universities—a kind of Alberta environmental network. That would allow them to share information on conferences, seminars, lectures and publications. "We're really trying to enter the electronic highway system on behalf of the U of A in the environmental area."

On campus, McInnis is discussing the possibility of establishing an environmental innovations room that would be used to demonstrate new environmental technologies and be a place where people could go to look for new ideas and approaches.

"We've got so many people who are working on environmental problems from their own perspectives," he points out, but there aren't that many opportunities to get together and explore what others are doing. The room would be a setting for fairly regular discussion sessions.

Off campus, the Centre is organizing a public advisory committee that would advise

it on how the University can contribute to sustainable development. "We'll need some feedback from the larger society."

The Centre, which maintains a database of about 140 researchers on campus, is also serving as the point of initial contact for people in the broader community who need expertise. "If you've got an environmental problem and you want to get hold of someone at the University, we're under 'E' for environment." By the same token, a certain amount of McInnis' time is spent meeting with people in industry to let them know that they can turn to the University for their research needs.

"It seems to me that in the future more and more research will be privately funded. Government research funding is going to be cut, so we'd like to develop other sources of funding, whether from foundations or private industry," he explains. "The larger corporations understand the value of research and know how to get hold of people in the University, but there's a whole layer of industrial players who probably need a more simplified approach."

Eastpoint facility almost done

The finishing touches are proceeding at the University's new Eastpoint library facility. An inspection of the facility will be conducted 18 January.

According to Chief Librarian Ernie Ingles, the facility should be operational by 1 February. Books will be moved over shortly after that date.

An official opening hasn't been set yet, but it's expected that will take place in either the week before Reading Week or the week after, Ingles explained last week.

The facility, located in the old Ikea building on the east side of the city, will contain the University's rarely used books, thereby relieving some of the pressing space problems of housing a vast number of books on campus.

BUDGET FORUM

Continued from page 1

But will the University be able to replace those people with younger faculty members? some asked. Or will the budget cuts simply be absorbed by early retirements?

"One of the most serious problems we have in this University is the aging professoriate," said Les Kennedy (Sociology). "I have a department in which there are large numbers of people who aren't necessarily at the top end, but who are in the mid-range, between the ages of 45 and 55. There are numbers of those people who want to leave the University for a variety of reasons, but just feel they cannot."

He suggested that the University should focus on that group, rather than on the group below them that has no interest in leaving and the group above them that will be retiring in a few years anyway. "The demographics are against us if we continue to allow the population to continue to get older. What are we going to be left with?"

There was another perspective, however. English Chair Shirley Neuman said it is not in the department's interest to encourage early retirement. She pointed out that the English Department has a very large service teaching load and the teaching capacity will be reduced by 15 percent next year because of an accident of demographics. A lot of vacancies will be created.

"I'm doing everything I can to discourage early retirement," Dr Neuman said. But she suggested that the University might want to assure departments that they would get a certain number of positions back, and that not all the money saved as a result of early retirements would be used to meet budget cuts.

President Paul Davenport said the University of Alberta's reputation is at risk if it cannot hire new people.

Responding to Non-Academic Staff Association Acting President Art Clarke's concerns about how budget cuts will affect NASA members, President Davenport said all departments have been stressing their great fears that the

coming cuts will further undermine their nonacademic staff component.

"These are going to be very difficult times for both the academics and nonacademics. It's hard to imagine that we can get through 25 percent cuts without layoffs."

"One of the things we must do is to attempt to be open and honest with each other and minimize the paranoia that is quite naturally engendered by this kind of situation," said Association of Academic Staff President Rod Wilson.

Director of Technical Services Judi Ross said most of these kinds of discussions revolve around cutting services. "There are lots of opportunities on this campus to increase revenues. We have a marvellous facility that for most of the day is not well used," she said, suggesting that on-campus space and technical expertise could be more aggressively marketed.

Some ideas raised at budget forum:

- Applying the cuts differentially
- Using Degrees of Freedom as a guide
- Finding ways of supporting younger faculty
- Devising an early retirement scheme
- Putting the institution's interests first
- Encouraging people to stay in the large departments with heavy teaching loads
- Reexamining transfers from operating to capital
- Negotiating a redundancy clause in the Faculty Agreement
- Engaging in open and honest dialogue with one another
- More widespread use of equipment
- Aggressively market on-campus expertise off-campus
- Opening buildings and equipment for greater use by community
- Making life better for students on campus today
- Identifying community stakeholders who depend on research
- Celebrating our successes

LETTERS TO THE EDITOR

'NAUGHTY QUOTATION MARKS'

When I heard, last year, that a senior University official routinely vets copy prepared for *Folio*, the news confirmed my growing feeling that *Folio* had become something between a public service bulletin and a mouthpiece for University administration. Imagine my astonishment, then, on discovering in *Folio* of 5 November a possible sign of proper journalistic criticism.

No doubt many would support the corporatization of the University during the past four years, along with such practices as reducing *Folio* to a management newsletter and using language borrowed from business. Certainly we're used to hearing business jargon from governments of the day. But a university should foster critical thought, including critical use of the language, and many of us are saddened to see such jargon parroted by our institutional leaders and our institutional newspaper.

An example is "rollback," a less brutal (and less honest) way of saying "payout." One could even argue that, since increasing revenue and reducing expenditure are two sides of one fiscal coin, the proposed "rollback" is in fact a selective and discriminatory surtax. Even "rollback" has turned out to be not quite dainty enough for the government, however, who are now pushing the oxymoron "com-

pensation reduction." I knew it wouldn't be long before I heard the phrase from University board members, administrators, and so on. So I wasn't surprised to see in *Folio* of 5 November an article headed, "Minister calls meeting on 'compensation reduction strategy'". What did surprise me were the naughty quotation marks around the words "compensation reduction strategy" in the heading. The marks did not appear around that euphemism in the article itself, nor was the phrase ascribed as a quotation to anyone, and I know that writers often use such quotation marks to indicate a critical distance from words so enclosed. Could a cunning *Folio* writer have slipped this little sign of journalistic objectivity past the administration censor? Could something so trivial as two small ink marks indicate something so vital as the persistence of critical thought in the University's newspaper? Might we expect *Folio* to break out the quotation marks for any talk of the University's "business plan," "products," and "customers?" Might we hope never to see *Folio*, let alone University officials or board members, use "outsourcing" for "privatization," "compensation reductions" for "paycuts," "budgetary challenges" for "chronic underfunding"? Have we been reduced so low as to entertain such questions?

Gary Kelly
Professor of English

Trio of audio teleconferences scheduled

A series of three audio teleconferences on computer mediated communication in distance education will be offered this term.

The first of these—"A Beginner's Guide to E-Mail and Computer Conferencing"—will be held 27 January, 10 to 11:30 am. The instructor is Terry Anderson of the University of Calgary.

Designed for novices, the first teleconference will cover: uses for an e-mail address; private mail; professional discussions; electronic journals and publications; virtual schools in cyberspace; connecting to the networks; hardware needed; software training; different levels of access; Internet access; costs; and, further information sources and discussion.

The second teleconference is titled "Teaching Interpersonal Communication at a Distance: A case Study in On-line Education." It will be held 10 March, 10 to 11:30 am. The instructor is Al Lauzon, University of Guelph. The third teleconference is "Trends and Issues in Computer Mediated Communication." Date, time and outline have yet to be announced.

The audio teleconferences are offered by the Canadian Association for Distance Education and are available through the Instructional Technology Centre. Sessions will be held in 2-137 Education North. Participants who are unable to attend can call into the U of A's bridge and participate from their phones. There is a nominal charge of \$5 for each session. To register, call Ingrid Stammer at 492-3667.

TALKS

ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

25 January, 4 pm

Joseph Hendrick, postdoctoral fellow, Memorial Sloan-Kettering Cancer Center, New York, "De Novo Protein Folding: The Role of Molecular Chaperones." Presented by Anatomy and Cell Biology. 5-10 Medical Sciences Building.

CHEMICAL ENGINEERING

20 January, 3:30 pm

P Banerjee, "Robustness Issues in Long Range Predictive Control (LRPC)." 342 Chemical-Mineral Engineering Building.

COMPARATIVE LITERATURE AND FILM STUDIES

Jørgen Dines Johansen, Center for Literature and Semiotics, Odense University, Denmark, will present the following lectures:

18 January, 3 pm

"Basics of Peircean Semiotics." 326 Arts Building.

20 January, 3 pm

"Dialogic Semiosis." 141 Arts Building.

21 January, 10 am

"Symbolicity and Iconicity in Literature." 326 Arts Building.

24 January, 3 pm

"Semiotics and Literary Discourse."

326 Arts Building.

26 January, 10 am

"Interpretation from a Structuralist and from a Peircean Perspective." 326 Arts Building.

28 January, 3 pm

"The Nature of the Sign in Literary Communication." 141 Arts Building.

COMPUTING SCIENCE

14 January, 3:30 pm

Satish K Tripathi, University of Maryland, College Park, "Multiclass Traffic in High Speed Local and Metropolitan Area Networks." 2-115 Education North.

ECONOMICS

26 January, 12:15 pm

J Paul Johnston, "The Electorate as a Population; Political Implications for Demographic Change, With Special Reference to Alberta." Wild Rose Room, Canada Place, 9700 Jasper Avenue.

EIGHTEENTH-CENTURY STUDIES GROUP

26 January, 4 pm

Forum on "Consumerism in the Eighteenth Century." Speakers include RJ Merrett. 326 Arts Building.

ENGLISH

18 January, 3:30 pm

Helen Gilbert, Department of English, Monash University, Australia, "Dressed to Kill: Costume and the Body in Post-Colonial Australian Drama." L-3 Humanities Centre.

20 January, 3:30 pm

Ted Bishop, "Re-views: DF McKenzie's *Bibliography and the Sociology of Texts*." 5-20 Humanities Centre.

GERMANIC LANGUAGES

14 January, 3 pm

Marianne Henn, "Da war jedem die Zunge gelöst: Der diskursive Paradigmenwechsel in Goethes *Hermann und Dorothea*." 326 Arts Building.

PERINATAL RESEARCH CENTRE

25 January, noon

Pearl Zhou, "Relationship Between Pregnancy Outcome and Nausea During Pregnancy." 2J4.02 Mackenzie Health Sciences Centre.

RURAL ECONOMY

17 January, 3:15 pm

Eloise C Murray, "Gender Issues in Natural Resources." 519 General Services Building.

24 January, 3:15 pm

Kenneth D Smith, General Manager, Alberta Agricultural Products Marketing Council, Edmonton, "Resolving Conflict in the Public Sector." 519 General Services Building.

SOIL SCIENCE

27 January, 12:30 pm

Connie Kohut, "Mineral Degradation and Authigenesis Under Saline Alkaline Conditions." 2-36 Earth Sciences Building.

SUN (SAVE UNIVERSITIES NOW) COALITION


14 January, 3 pm

Barbara Townley, "The Impact of the Cuts to Advanced Education on Alberta's Business Community," and Deborah Dancik, "What the Cuts Will Mean to Library Resources and the U of A." 269 CAB.

WOMEN'S STUDIES

19 January, 4 pm

Marc Epprecht, "Feminism, Masculinity and the 'Men's Movement' in North America." Senate Chamber, Arts Building.

 This symbol denotes environmentally related seminars/events. If you wish to have an environmentally-related event listed under this section, please contact: The Environmental Research and Studies Centre, 492-6659.

POSITIONS



The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ACADEMIC STAFF

PRESIDENT, UNIVERSITY OF ALBERTA

The University of Alberta invites applications from, and nominations of, qualified men and women for the position of President and Vice Chancellor. The position will become available on 1 July 1994.

Founded in 1908, the University of Alberta is one of the largest in Canada with a 1993-94 full-time enrollment of 22,800 undergraduate and 3,300 graduate students. There are 3,100 undergraduate and 1,300 graduate part-time students. It employs 3,000 full- and part-time academic and 4,000 nonacademic staff in 17 Faculties. The University of Alberta is recognized as a centre of excellence in Canadian higher education with strong teaching and research programs at the undergraduate, graduate, and professional levels. In 1992-93 it had an operating budget of \$395 million, a capital budget of \$23.7 million, and received \$81.5 million in sponsored and contract research.

The President is the chief executive officer of the University, a member of its Board of Governors, the Chair of General Faculties Council, Chair of Deans' Council and a member of The Senate. Accountable to the Board, the President directs the operation of the University's academic and business affairs. The appointee will have a respected record of aca-

demic and administrative achievements and will possess strong skills in government and external relations.

Applications or nominations with *curriculum vitae* should be sent by 31 March 1994 to: Mr PA Robison, Secretary, Presidential Search Committee, 3-31 University Hall, University of Alberta, Edmonton, Alberta T6G 2J9.

EIGHT-MONTH FULL-TIME SESSIONAL INSTRUCTOR, DEPARTMENT OF CLASSICS

The Department of Classics invites applications for two eight-month appointments at the Sessional Instructor level for the academic year beginning 1 September 1994 (subject to funding) (salary range: \$33,692 to \$48,116 per annum). A PhD, to be completed or near completion by commencement of appointment, and successful teaching experience are required. The successful applicants will teach undergraduate courses in Greek, Latin, Classics in Translation or Roman History.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications, including a covering letter, *curriculum vitae*, university transcripts, and the names of three referees who are sending letters in support of your candidacies, should be sent by 15 February 1994 to: The Chair, Department of Classics, University of Alberta, Edmonton, Alberta T6G 2E5.

Comet discoverer presenting Physics colloquium

David Levy's claim to fame is decidedly unusual: he discovers comets.

He's done it seven times, and been a codiscoverer on 11 other occasions. In March 1993, Levy and three others, gazing from the dome of Palomar Observatory in Southern California into a star-filled night, detected what appeared to be a squashed comet. It looked like a comet, but instead of having a round coma, this one was rectangular.

The subsequently named Comet Shoemaker-Levy 1993e was in the same field as Jupiter and roughly mimicked the planet's motion, leading a number of astronomers to hypothesize that it fragmented during a recent close encounter with the giant planet.

AstroNews refers to the comet as one of the strangest comets ever discovered and says it will end its existence in an equally strange

fashion—by colliding with Jupiter sometime on 22 July of this year.

"The result could be the most unusual astronomical sight ever witnessed from Earth," the publication states.

It's been estimated that the impact energy will equal a billion megatons. Says *AstroNews*: "The only other event in history of comparable force is the asteroid or comet that may have struck Earth 65 million years ago, which some scientists speculate wiped out the dinosaurs."

Levy, the 1993 recipient of the Astronomical Society of the Pacific's Amateur Achievement Award, will be at this University 21 January to present a Physics Department colloquium. His talk is titled "Comets in Collision," and will be presented at 3 pm in P126.

Perinatal Research Centre hosts Royal Commission Chair

Patricia Baird, chair of the Royal Commission on New Reproductive Technologies and Professor of Medical Genetics at the University of British Columbia, will present a free public lecture on Tuesday, 18 January, at 7:30 pm in Bernard Snell Hall, University Hospitals.

Dr Baird's talk is titled "Proceed with Care: New Reproductive Technologies in Canada."

Dr Baird's visit is sponsored by the University's Perinatal Research Centre and Berlex Canada Inc. Although the lecture is free, advance tickets are required; these may be obtained from the University Hospitals information desks (114 Street and Emergency Entrances). For further information, call 492-8407 or 492-2765.

CURRENTS



CaPS Career Fair set for 19 January

The annual Career and Placement Services Career Fair is set for Wednesday, 19 January. It will take place in the Butterdome from 10 am to 4 pm.

Admission is free and everyone is welcome. All disciplines will be represented at the fair. This year's theme is "Something for Everyone."

Boosting service

Parking Services customers are reminded that during periods of severe winter weather (-23 C or colder), a limited boosting service is available to parking permit holders. Telephone 492-5533.

EVENTS

EXHIBITIONS

McMULLEN GALLERY

Until 27 February
 "Pluralism in Alberta Prints 1970-1985"—
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 urday and Sunday, 1 to 4 pm, evenings sub-
 ject to availability of volunteers. Information:
 492-8428 or 492-4211. Mackenzie Health Sci-
 ences Centre.

FILMS

GERMANIC LANGUAGES

Austrian Film Week
 17 January, 7:30 pm
 "A Women's Pale Blue Handwriting"
 (German with English subtitles). 141 Arts
 Building.
 19 January, 7:30 pm
 "The Franza Case" (1986, German with
 English subtitles). 141 Arts Building.
 21 January, 7:30 pm
 "The Pacific Ocean" (1983, German with
 English subtitles). 141 Arts Building.

MUSIC

DEPARTMENT OF MUSIC

16 January, 8 pm
 Kilburn Encounters III. Convocation
 Hall.
 18 January, 8 pm
 Visiting Artist Recital—Glen
 Montgomery. Convocation Hall.
 23 January, 2 pm
 Tri-Bach Artist-in-Residence Vocal
 Masterclass—Edith Wiens, soprano.
 Convocation Hall.
 24 January, 2 pm
 Tri-Bach Artist-in-Residence Vocal
 Masterclass—Edith Wiens, soprano.
 Convocation Hall.
 26 January, 8 pm
 Tri-Bach Artist-in-Residence Recital:
 Edith Wiens, soprano. Convocation
 Hall.

EDMONTON CHAMBER MUSIC SOCIETY

16 January, 8 pm
 Edith Wiens, soprano, and Rudolf
 Jansen, piano. Single tickets available at
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 cation Hall.

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RENT - Southwest, Lansdowne, perfect
 location near University and river valley.
 Three bedroom split level with den on lower
 level, upgraded, bright. Must be seen. Janet,
 435-0808, or Western Relocation, 434-4629.

RENT - Ottewell, renovated two storey,
 four bedroom with delightful sunroom off
 living room. Formal dining room. Yard has
 fruit trees, large deck. Partially or furnished.
 Western Relocation, 434-4629.

RENT/SALE - Oliver, stylish executive
 townhouse. Private living spaces on several
 levels. Offers luxurious living, must be seen!

Janet Jenner Fraser, Spencer Realty,
 435-0808.

SALE - Glenora, gorgeous two storey,
 three bedroom with entertainment area to
 appeal to everyone! South-facing kitchen,
 backyard backs onto ravine. For appoint-
 ment, Janet Jenner Fraser, 438-0808.

SALE - Charming two storey, Old
 Strathcona. Ron, 439-3300.

SALE - Horizon Village condo. View lot.
 Luxury unit, double garage, appliances,
 blinds. Southside. Price reduced. 434-4822.

RENT - Oliver Gardens, one bedroom
 condo, \$460, or Parkallen two bedroom
 home with garage, \$690. Both are bright and
 immaculately maintained. Myron, 439-3977
 or 431-1005.

RENT - University area, large, bright two
 bedroom apartment/condo. 83 Avenue 110
 Street. \$860/month includes parking, utili-
 ties, laundry. 1 February. Phone 487-6989.

SALE - Beautiful three bedroom bunga-
 low. Ten minutes from University, finished
 basement with potential in-law suite. Pie-
 shaped lot, two garages, RV parking. Call
 Doug Sinclair, Sutton/Devonshire, 438-2500.

RENT - May - July, fully furnished three
 bedroom house 1 km south of University.
 Character, garden. \$850/month. 492-5731,
 438-7886.

RENT - Glenora, modern one bedroom
 suite in hillside bungalow/ravine. Fully fur-
 nished, utilities included. Private entrance.
 Responsible adults only, no pets, \$500/
 month, \$200 damage deposit, available im-
 mediately. 452-1447 message.

RENT - Three bedroom bungalow in
 Belgravia. Quiet street. Nonsmoking, \$775
 plus utilities. 438-0871.

SALE - Location, location, location...
 Bright two-bedroom bungalow in
 McKernan. Many features including newly-
 renovated bathroom, fireplace, developed
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 after 4 pm, or leave a message anytime.

RENT - 11003 80 Avenue, four bedroom,
 1 1/2 baths, furnished house with hardwood
 floors. 1,200', \$1,100 month, damage deposit
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SALE BY OWNER - North Glenora,
 three bedrooms plus, 1,285' bungalow. Seven
 minutes University. Two furnaces, RV pad,
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 graded. \$135,800; reasonable offers consid-
 ered. Perry, 454-6485.

RENT - Highrise condo near University.
 Two bedrooms, two full baths, five appli-
 ances, heated parking. Available mid-Febru-
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More ads on page 8



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P3/93/11/23

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RENT - Northwest, Willowdale, 15 minutes from University via Whitemud. Fur-

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POOL TABLE - 4 x 8, rebuilt plywood base with Brunswick rails plus accessories. \$450. 492-3729 or 483-9342.

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1987 SAAB 900S - Bought van, must sell beloved SAAB. 70,000 kms, loaded, white, full set of rims c/w Yokohama winter tires. \$10,500 (no GST). Dale, 463-8716 days, 434-1032 evenings/weekends.

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